



COMPASS GENDER POLICY DEVELOPMENT WORKSHOP

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Community
Partnerships for
Sustainable
Resource
Management in
Malawi

COMPASS Gender Policy Development Workshop: Shire Highlands, Limbe – December 5th and 6th 2002

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ACRONYMS

CABUNGO	Capacity Building Unit for Non-Governmental Organizations
CARER	Centre for Advice and Research on Human Rights
CBNRM	Community Based Natural Resource Management
COMPASS	Community Partnerships for Sustainable Resource Management
CURE	Coordination Unit for Rehabilitation of the Environment
DAI	Development Alternatives International
DAP	District Action Plan
DDP	District Development Plan
DEAP	District Environmental Action Plan
GAM	Gender Analysis Matrix
HAF	Harvard Analytical Framework
HAM	Harvard Analytical Matrix
MPRSP	Malawi Poverty Reduction Strategy Paper
NGO	Non-Governmental Organization
NICE	National Initiative for Civic Education
RUFA	Rural Foundation for Agroforestry
SO	Strategic Objective
SR	Sub-Results
TR	Targeted Results
USAID	United States Agency for International Development
VNRC	Village Natural Resource Committee
VNRMC	Village natural Resource Management Committees
WESM	Wildlife & Environmental Society of Malawi
WLSA	Women and Law in Southern Africa

1.0 Introduction

1.1 Background to COMPASS Gender Policy Workshop

Development of a gender policy for the COMPASS project in Malawi was a response to the recommendations of the project mid-term Assessment of November/December 2001. The assessment of the performance and impact of COMPASS highlighted that despite having accomplished many successes, efforts to ensure gender equity in the implementation of CBNRM initiatives have been limited mainly to achieving performance goals rather than accomplishing genuine gender equity with regard to access and control over natural resource utilization by women. In other words, while COMPASS has been able to ensure that women's participation in training events and grant-funded initiatives has been of the order of 50 to 60 percent of participants and beneficiaries, this does not reflect equitable representation of women in community decision-making on the use of natural resources.

Besides, with regard to access and control over natural resources, most Malawian women are not equal members of society especially in rural communities and village natural resource committees (VNRMCs in the forestry sector and VNRCs in the wildlife sector). In effect, there are some gender gaps that need to be addressed by the project if gender equity has to be achieved.

It was therefore recommended that COMPASS develop an internal gender policy that partner organizations might emulate. In addition, it was recommended that COMPASS develop a clear strategy for implementation of this policy and also develop gender specific tools that will assist in mainstreaming gender issues in CBNRM.

Major partners of COMPASS participated in developing this policy document. Among those who attended included the Ministry of Gender, Youth and Community Services, National Initiative for Civic Education, (CURE), International Eye Foundation, Wildlife & Environmental Society of Malawi, Training Institute for Gender and Social Affairs, OXFAM.

In the opening remarks of the workshop, the COMPASS Chief of Party, Dr. Andrew Watson told participants that it was necessary for COMPASS to develop a project gender policy in order to mainstream gender and ensure equality and equity in project activities. He further remarked that this gender policy was specific to COMPASS and other agencies could use the example to develop their own. This policy was not for the Government sector in natural resource management because COMPASS did not have the mandate to do it. The policy will be based on the recommendations of the mid-term assessment and will be specific to COMPASS functions with partners in Malawi.

Dr. Watson pointed out the importance of gender mainstreaming in the natural resource management sector by referring to the World Summit for Sustainable Development (WSSD) held in Johannesburg, South Africa in September 2002. During this conference, it was emphasized that women make up the majority of the world's poor and yet they are key to natural resource management and poverty eradication. The conference therefore recommended that gender equality is essential in achieving sustainable development. It is these commitments to ensuring reduction of gender imbalances that COMPASS is making an effort to steer the gender cause in natural resource management.

1.2 Workshop Goal and Objectives

Goal

Develop a gender policy that promotes gender equity through the implementation of CBNRM activities

Objectives

By the end of the workshop, participants would:

1. Have a shared understanding of gender and its rationale in CBNRM activities
2. Review/identify program gender issues and gaps that should be addressed in the gender policy
3. Develop strategic objectives and actions to implement the developed policy

1.3 Workshop process

A participatory approach was used during the workshop. Dr. Mary Shawa, Deputy Director for Gender Affairs, Ministry of Gender, Youth and Community Services gave a keynote address on the National Gender Policy and the gender perspectives in natural resources management. Participants then identified the policy areas on which COMPASS would develop their gender policy.

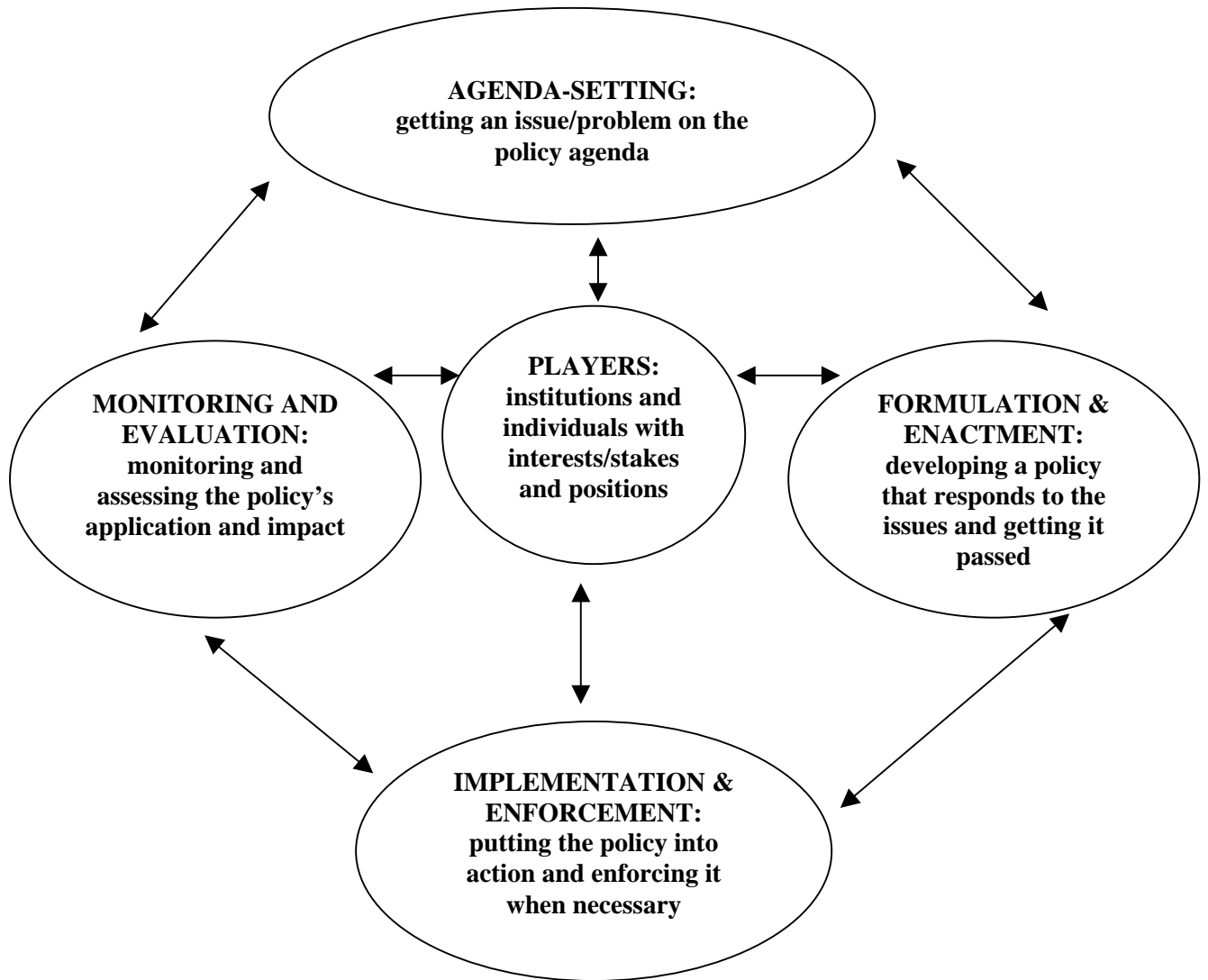
Participants then worked in groups to develop policy statements and strategic action plans for each of the policy areas.

Participants were drawn from key COMPASS partners in the natural resource management sector, the Ministry of Gender, Youth and Community Affairs who provided the national gender policy guidelines natural resource management sector. Participants' contribution in the development of the policy was invaluable since they were selected due to their involvement and experience in community development work, natural resource management programs or gender.

At the end of the workshop, a draft gender policy was developed as well as a strategic action plan to implement the developed policy.

In order to come up with this policy the following public policy formulation steps were used as illustrated in the following diagram:

PUBLIC POLICY-MAKING: PLAYERS AND PROCESS



1.4 Key Note Address by Dr. Shawa, Director, Ministry of Gender, Youth and Community Services *(full presentation in Annex 1)*

Dr. Shawa told participants that the goal of the Malawi National Gender Policy guidelines in the natural resources and environmental management is to promote the participation of women, men girls and boys in the sound management, conservation and utilization of natural resources and the environment so as to achieve sustainable and equitable development.

Dr. Shawa reminded participants that the depletion and degradation of natural resources in Malawi due to population increase and poor land management practices have had an adverse effect on women because of the role they have in household responsibilities. The distance to the water source and firewood for the household affects the health and productivity of the women more than the man.

Specific objectives and strategies of the various sectors were highlighted in this presentation. These included:

- Water Resources and Supply
- Forestry and Wildlife Resources Management
- Fisheries

The themes running in all these areas include:

- Promotion of gender equality and participation in resource management
- Empowerment of women and men to manage natural resources
- Capacity/skills development in management of sustainable utilization of resources
- Development and dissemination of gender sensitive labor and energy saving technologies
- Participation of women in fish farming, processing and marketing.

Emphasis was made on the fact that natural resources support many household livelihoods: a reason to ensure that the gender interests are seriously considered.

There are four critical entry points to gender mainstreaming in natural resource sector. These are:

1. Household

The issues to consider include:

- Household leadership role
- Factors of access to and control over resources of production and benefits
- Family gender socialization etc

2. Community

Key issues to consider include:

- Cultural gender values and prescriptions
- Natural resources available and gender roles in control
- Community management arrangements of the resources particularly gender roles
- Impact of development projects on women and men.

3. Institutional

Key issues to consider include:

- Institutional arrangements for participation of men and women in development activities
- Institutional gender policy
- Capacity for gender mainstreaming
- Gender expertise in institutions including training institutions
- Gender representation in decision making positions at all levels
- Gender sensitivity in planning and management of development programs

4. Policy level

Key issues to consider include:

- Do sectors have a policy and is the policy linked to the national gender policy
- Are there gender guidelines in the policy
- Is gender an integral part of the policy
- Process of implementing the gender policy

Dr Shawa also emphasized the importance of including gender in Environmental Impact Assessment (EIA) by integrating environmental gender considerations in the assessments, indicate the environmental impact on women and men in the assessments, and, consider strategic gender interests in the impact assessments.

She thanked COMPASS for their initiative of developing a gender policy and taking the lead among the many NGOs working in Malawi. Although this was a specific effort for COMPASS, Dr Shawa mentioned that the policy developed was important for the natural resource management sector.

1.5 Summary of the Mid-term Assessment Findings

Following is a summary of the findings and recommendations of each Targeted Result Area:

TR1: Capacity for effective CBNRM administrative and technical services

1. There is an imbalance in gender representation in the CBNRM Working Group and in addition there is no gender expert in the group who can advise on matters related to gender and gender equity.
 - It is recommended that the working group should have a gender specialist in the committee or an organization that advises the working group whenever there are issues related to gender
2. COMPASS does not have a gender policy and strategic framework that can be used as a basis for planning, implementation, monitoring and evaluation of project activities.
 - COMPASS should therefore develop a gender policy that defines the organization's core values and how gender equity should be mainstreamed in project supported activities.
3. The CBNRM Working Group has already developed a Strategic Plan for CBNRM activities. (*Document 35: Strategic Plan for CBNRM in Malawi: COMPASS, November 2001*) the strategic plan has 4 Strategic Actions.
 - It is recommended that gender be integrated in the strategic actions of the plan. Gender can be integrated in Strategic Action 1 'Developing a Commonly Understood CBNRM Concept and Vision' (pages 2 & 3) and Strategic Action 4: Developing Planning and Implementation Tools (pages 8 & 9).
 - The membership of the Working Group need to be sensitized first and also have a gender expert who can provide direction of the group and activities.

TR3: Improvement of community mobilization skills within government, NGOs and community groups

COMPASS works with partners in improving the skills of CBNRM groups to manage their initiatives. However, the majority of the partners do not have gender skills. Two out of seven partners interviewed had skills in gender and appreciate the importance of gender in program performance.

- COMPASS should facilitate development of gender skills on the concepts of gender and appreciate gender analysis as a tool for project planning, monitoring and evaluation.

TR4: Support for policy and legislative reform in favor of CBNRM

There is a strong gender representation in the Advocacy Task Force. However, the different organizations and government agencies working at the community level have no gender and gender analysis skills to facilitate a gender sensitive advocacy program. Besides, the policy reform strategy is silent on gender. It is therefore recommended that:

- COMPASS needs to develop gender awareness and skills at different levels to facilitate integration of gender in advocacy activities. This will include gender awareness for NGOs and Traditional Authorities at the grass-root level and, gender analysis skills for NGOs to identify the needs of men and women on issues related to policies that affect natural resource management.

TR5: Support for small grants program for CBNRM initiatives

Through the grants and the skill development for natural resource management program, women in the rural areas are involved in the program. In a gender analysis conducted with men and women, increased involvement of women in project activities has also increased their workload, and women have no control of the resources and benefits accruing from the initiatives. It is therefore recommended that the following need to be done regarding the grants program:

- The project needs to introduce gender analysis as a matter of practice and policy. There is lack of gender analysis as a tool for identifying gender issues and disparities necessary for planning, implementation and developing gender sensitive indicators for monitoring and evaluation.
- The project staff and partners should have gender analysis tools to facilitate collection of gender disaggregated information, develop improved indicators for gender sensitive monitoring and evaluation.
- Develop a draft gender training manual for training on gender.

1.6 Participants' Expectations

Each participant was asked to write in a piece of paper his or her expectations of the gender policy development workshop. Following is a summary of the expectations generated.

- Come up with practical approaches to mainstreaming gender in CBNRM
- Identify gender gaps and issues for policy development in natural resource management and use
- Learn what COMPASS is doing in gender
- Focus on solving imbalance in gender in \CBNRM
- Learn what steps to follow in developing a policy Lear what others are doing in gender to help us do the same in our programs
- Learn the role of Malawi women in natural resource management in communities and villages that will influence policy decisions
- Have a clear gender policy for COMPASS for equitable access to natural resources and clients
- Have the ability to use tools to implement the policy being implemented

- gain knowledge on gender roles in management of programs
- to understand the relationship between COMPASS gender policy and the existing Government of Malawi gender policy
- Learn what it takes to mainstream gender or the procedure for mainstreaming gender in CBNRM
- Mechanism for ensuring dissemination of gender sensitive CBNRM messages
- Share experiences
- Discuss how the COMPASS gender policy can complement the national gender policy?

1.7. Areas identified for Policy development

Based on the presentations by the COMPASS Chief of Party, keynote address by Dr. Shawa and the summary of the findings of the mid-term evaluation, participants discussed in plenary to identify the specific areas for developing the gender policy.

- Capacity Building on gender skills
- Representation in management and leadership positions
- Programming
- Program implementation
- Organizational management
- Monitoring and Evaluation
- Legal issues in CBNRM
- IEC
- Research

2.0 Policy Guidelines, Strategic Objectives and Actions

Group Work

Participants were divided into three groups to develop policy statements, strategic objectives and using the following format

- What should the policy statement say?
- What are the objectives
- What strategic actions should be undertaken in order to achieve the objectives?
- Time frame

The groups presented their group discussions from which the following policy statements, strategic objectives as well as a strategic action plan were generated.

2.1 Gender Skills Capacity Building

COMPASS will ensure that all project staff have adequate knowledge and skills and capacity to mainstream gender in programs and activities and as well promote gender equity and equality between men and women in their areas of work and with partners.

Strategic Objectives (SO)

SO1. COMPASS project staff has the skills and commitment to integrate gender in their programming activities

Strategic Action

- *COMPASS to provide training on gender in natural resource management on application of gender analysis tools, gender mainstreaming in project planning, as well as differential impact analysis of project activities on men and women.*

SO2. COMPASS to support development of capacity of partner organizations in programs, projects and activities to help Government and NGOs to mainstream gender

Strategic Actions

- *COMPASS to train partner organizations and relevant Government sectors on relevance of gender mainstreaming in natural resource management, application of gender analysis tools, gender mainstreaming in project planning, differential impact analysis of project activities on men and women.*
- *Facilitate strengthening of the Gender Task Force and the Community Based Natural Management (CBNRM) Working Group proposed gender mainstreaming activities as recommended by the CBNRM National Conference (2002).*
- *Develop a database of gender specialists in the area of natural resource management to provide technical advice and services on gender.*

2.2 Gender Representation in Decision-Making

COMPASS to make a deliberate policy to encourage organizations to have equal representation in leadership and management positions.

Strategic Objective

SO3. Promote increased participation of men and women in working group committee and task forces as well as other relevant leadership and decision-making positions

Strategic Actions

- *Train CBNRM committees and groups on leadership skills.*
- *Train women leaders and women in CBNRM groups on confidence building and in order to build their self-esteem as equal members of society.*
- *Train CBNRM Group Committees on gender.*

2.3 Programming and Program Implementation

COMPASS to ensure that there is project and program cycle with an effective integration of gender perspectives

Strategic Objective

SO4. COMPASS to ensure gender sensitive perspectives, gender disaggregated information and indicators are integrated to promote gender equity and equality.

Strategic Actions

- *Have a group to review project proposals to verify incorporation of gender perspectives in project proposals.*
- *Set clear criteria to assess gender compliance in all requests COMPASS support and assistance.*
- *Share the criteria with partners.*
- *Review existing guidelines, policies and procedures for partner support*
- *Reassessing budget allocations to reinforce and implement gender-mainstreaming activities, e.g. gender skill development.*

SO5. COMPASS and partners have tools adapted, developed and used effectively to mainstream gender in programs, projects and policy frameworks.

Strategic Actions

- *Revise and adapt or develop analytical tools for disaggregated information collection to facilitate planning, implementation, monitoring and evaluation that takes into consideration regional diversities in gender roles, responsibilities as well as power relations in relation to natural resource management.*
- *Develop project reporting mechanisms to capture lessons learnt in mainstreaming gender by COMPASS and supported partners for experience sharing.*

2.4 Legal Issues on CBNRM Groups

CBNRM groups usually have small projects for example, tree nurseries, beekeeping, which require a piece of land. The land belongs to someone and in some cases there are no agreements between the owner and the groups. Sometimes there are problems associated with land ownership. In addition, some groups exist without any written constitution to guide the management of the groups. Therefore:

COMPASS will advocate for legal agreements to be signed between the CBNRM groups and the owner of the land where the project is situated

SO6. COMPASS to make a concerted effort to advocate for legal agreements and procedures to be followed by CBNRM groups in its dealings with issues of land or transactions

Strategic Actions

- *Ensure that any CBNRM group or community based transaction is supported by written agreements and documents.*
- *Encourage groups to have written constitutions and by laws.*
- *Ensure that the agreements are in line with the provisions of the Malawi Law and regulations governing such groups.*

2.5 Education, Communication and Information Exchange

COMPASS is involved in establishing formal and informal methods of communication among CBNRM organizations and partners by: developing computer based information to improve the quantity and quality of information collected and disseminated; launching public awareness campaigns targeting rural communities and disseminating the information through holding workshops and conferences to strengthen linkages. Therefore:

COMPASS must promote, as a matter of policy and practice, the adoption of gender sensitivity in all areas of information exchange, education and communication activities

SO7. COMPASS to ensure that gender issues and perspectives are integrated in information, education and information activities and documents

Strategic Actions

- *Review the existing information, education and communication messages for its gender sensitivity.*
- *Establish gender sensitive information and CBNRM management systems using appropriate technologies.*
- *Ensure that COMPASS documents for dissemination of information have a gender sensitive approach.*
- *Disseminate information for public awareness on natural resource management using technologies that take into consideration differential access to information technologies by men or women as well as the regional diversities in access to information dissemination technologies.*

2.6 Gender issues on Employment and Organizational Management

2.6.1 Equal Employment Opportunity

DAI, a US-based Corporation, implement the COMPASS Activity. DAI has an existing policy on employment that does not discriminate on the basis of gender among other things. This policy is as follows:

“DAI is committed to providing equal employment opportunity (EEO) to all qualified persons regardless of race, religion, sex, national origin, handicap, disability, age, status as a Vietnam-era or special disabled veteran, marital status, sexual; orientation, family responsibilities, matriculation, and political affiliation. This policy applies to all terms, conditions, and privileges of employment, including hiring, probation, training, placement and development, promotion, transfer, compensation, benefits, education assistance, layoff and recall, social and recreational programs, termination, and retirement. DAI has an Affirmative Action Plan, copies of which are made available to employees upon written request”.

Employees are encouraged to bring EEO-related questions and complaints to the attention of the Office of Human Resources for quick, internal resolution. The Corporation will discipline employees who impede implementation of the EEO policy and program.

2.6.2 Sexual Harassment

DAI has a policy on sexual harassment that affects all its programs globally. According to the Equal Employment Opportunity Commission (EEOC) sexual harassment can defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment.
- Submission or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or
- Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment

Therefore:

It is a violation of DAI’s Sexual Harassment Policy for any employee to be subjected to the conduct described in the EEOC definition. Violators of this policy will be penalized for their action.

SO8. COMPASS to ensure that there is an enabling working environment that respects and promotes the social and professional integrity of men and women

Strategic Actions

- *Reinforce the DAI sexual harassment policy in the work place.*
- *Establish mechanisms for attending to and resolving sexual harassment issues that may arise in the office.*

2.7 Monitoring and Evaluation

The CBNRM Working Group has developed a CBNRM Monitoring and Evaluation Framework to be followed by COMPASS and partners that implement CBNRM initiatives. This framework promotes uniformity in monitoring and evaluating the progress and impact program initiatives. On the issue of gender, the framework states:

SO9. COMPASS and partners to develop gender sensitive indicators for monitoring and evaluation of CBNRM activities.

Strategic Actions

- *Provide the monitoring and evaluation framework to partners and CBNRM groups to use as a guideline to report their progress and achievements.*
- *Ensure that gender sensitive indicators and gender disaggregated results on outputs, outcomes and differential gender impact are built into the designs.*
- *Provide training to partners and CBNRM groups on the important perspectives in natural resource management for gender sensitive monitoring and evaluation.*

3.0 COMPASS Gender Policy Strategic Action Plan

Policy Issue	Strategic Objective	Strategic Actions	1st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Gender skills capacity building	<p>SO1.COMPASS project staff has the skills and commitment to integrate gender in their programming activities</p> <p>SO2. COMPASS to support development of capacity of partner organizations in gender</p>	<p>1. <i>Gender training on gender in natural resource management, gender analysis tools, planning monitoring and evaluation</i></p> <p>2. <i>Gender training on gender in natural resource management, gender analysis tools, planning monitoring and evaluation</i></p> <p>3. <i>Strengthening of the gender task force and the Community Based Natural Management (CBNRM) working group proposed gender mainstreaming activities as recommended by the CBNRM National Conference</i></p> <p>4. <i>Develop a data base of gender specialists in natural resource management to provide technical advice and services on gender</i></p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p></p> <p></p> <p>X</p> <p>X</p>	<p></p> <p></p> <p>X</p> <p>X</p>	<p></p> <p></p> <p></p> <p></p>
Gender representation	SO3.Promote increased participation of men and women in working group committees and task forces as well as other relevant leadership and decision-making positions	<p>1. <i>Train CBNRM committees and groups on leadership skills</i></p> <p>2. <i>Train women leaders and women in CBNRM groups on confidence building and in order to build their self-esteem as equal members of society</i></p> <p>3. <i>Train CBNRM Group Committees on gender</i></p>	<p></p> <p></p> <p></p>	<p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p>

Programming and Program Implementation	SO4. COMPASS to ensure gender sensitivity in programming	1. <i>Set criteria to assess gender compliance in all requests COMPASS support and assistance</i>		X		
		2. <i>Review existing guidelines, policies and procedures for partner support</i>		X		
		3. <i>Task group to review project proposals for gender sensitivity</i>		X		
		4. <i>Share the criteria with partners</i>		X		
		5. <i>Reassessing budget allocations to reinforce and implement gender mainstreaming</i>				
	SO5. COMPASS and partners have tools adapted, developed and used effectively to mainstream gender in programs, projects and policy frameworks.	1. <i>Revise and adapt or develop analytical tools for disaggregated information for planning, implementation, monitoring and evaluation considering regional diversities</i>		X	X	X
		2. <i>Develop project reporting mechanisms to capture lessons learnt in mainstreaming gender by COMPASS and supported partners for experience sharing</i>		X	X	X
Legal Issues on CBNRM Groups	SO6.COMPASS to advocate for legal agreements and procedures to be followed in CBNRM groups transactions	1. <i>Ensure CBNRM group or community based transaction is supported by written agreements and legal documents</i>		X	X	
		2. <i>Encourage groups to have written constitutions and by laws</i>		X	X	
Education, Communication and Information Exchange	SO7. COMPASS to ensure integration of gender issues in information, education and communication activities	1. <i>Review the existing information, education and communication messages for its gender sensitivity</i>		X	X	
		2. <i>Establish gender sensitive information and</i>				

		<p><i>CBNRM management systems using appropriate technologies</i></p> <p>3. <i>Ensure that COMPASS documents for dissemination of information have a gender sensitive approach</i></p> <p>4. <i>Disseminate information for public awareness on natural resource management using technologies that take into consideration differential access to information technologies by men or women as well as the regional diversities in access to information dissemination technologies.</i></p>		X	X	
				X	X	
				X	X	X
Sexual Harassment	SO8. COMPASS to ensure that there is an enabling working environment that respects and promotes the social and professional integrity of men and women in the work place	<p>1. <i>Reinforce the DAI sexual harassment policy in the work place</i></p> <p>2. <i>Establish mechanisms for attending to and resolving sexual harassment issues that may arise in the office</i></p>	X	X	X	X
			X	X	X	X
Monitoring and Evaluation	SO 9. COMPASS and partners to develop gender sensitive indicators for monitoring and evaluation of CBNRM activities	<p>1. <i>Provide the monitoring and evaluation framework to partners and CBNRM groups to use as a guideline to report their progress and achievements</i></p> <p>2. <i>Ensure that gender sensitive indicators and gender disaggregated results on outputs, outcomes and differential gender impact are built into the designs and</i></p> <p>3. <i>Provide training to partners on the important perspectives in natural resource management</i></p>	X	X	X	X

		<i>for gender sensitive monitoring and evaluation</i>	x	x	x	x
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Annex 1

Gender Policy Development Workshop 5-6 December 2002 Workshop Program

Day 1. Thursday 5, December 2002

Time	Activity	Facilitator
8.30-9.15	Welcome Introductions Remarks by Chief of Party, COMPASS Opening Remarks by Ministry of Gender, Youth & Community Development	Noble Moyo
9.15-9.45	Participants Expectations Workshop Objectives	Noble Moyo/David Omambia
9.45-10.00	Short discussion on gender and policy.	David Omambia
10.00-10.30	Break	
10.30-11.15	Presentation by Ministry of Gender, Community Development and Youth Discussion	Dr. Shawa
11.15-11.45	Presentation of COMPASS Midterm Assessment Findings and Recommendations on Gender in CBNRM Discussion	David Omambia
11.45-1.00	Summarizing policy issues Group work on gender policy guidelines and strategic actions on CBNRM	Linga Mihuwa/ David Omambia
1.00-2.00	Lunch Break	
2.00-3.00	Group Work Continues	
3.00-4.00	Group work presentations	Linga Mihuwa
4.00-4.30	Break	
4.30-5.30	Group work presentations	Ministry of Gender

Day 2. Friday 6th December 2002

Time	Activity	Chairperson
8.00-8.15	Review of Day 1	
8.15-10.00	Synthesis of Policy Guidelines and Action Plans	David Omambia/Linga Mihuwa
10.00-10.30	Break	
10.30-11.00	Wrap up Closing Departure	COMPASS

Annex 2

List of COMPASS Gender Policy Formulation Participants

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Mr. Luke Malembo, COMPASS

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Mr. David Omambia, COMPASS Consultant

GENDER POLICY GUIDELINES FOR NATURAL RESOURCE MANAGEMENT

GENDER MAINSTREAMING IN NATURAL RESOURCE MANAGEMENT

PAPER PRESENTED AT A WORKSHOP

Organized by

COMPASS

Shire Highlands Hotel – Limbe

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Paper presented by

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NATURAL RESOURCES AND ENVIRONMENTAL MANAGEMENT

The gender policy shall promote the participation of women, men, girls and boys in the sound management, conservation and utilization of natural resources and the environment so as to achieve sustainable and equitable development.

Malawi is endowed with a diversity of natural resources that include fertile soils, forests, abundant water, diverse flora and fauna including the fish resource. If these natural resources are properly utilized, they would provide a basis for sustainable socio-economic development and contribute greatly to the eradication of poverty. Proper utilization of natural resources cannot be achieved without human centred development which not only calls for the conservation of natural resources but the actual access to use and management of such resources.

Malawi's natural resources and environment are being rapidly depleted and degraded due to the combined effects of rapid population growth, poor land management practices and poverty. Women are hardest hit by effects of environmental mismanagement because of the gender roles, which they play in resource utilization.

In rural areas, portable water is not readily available. Currently, only 56% of all Malawians have access to safe water. This is worrying because, 50% of all diseases are waterborne. It is also estimated that wood trees provide 93% of energy, most of which is used at the household level. As the supply of these resources becomes scarce due to deforestation, women suffer most, as they have to walk long distances to gather firewood and water.

Despite being the main victims of natural resources degradation, women remain largely absent at all levels of policy making project formulation and management of natural resources and the environment.

GENDER SPECIFIC OBJECTIVES

Water Resources and Supply

To lobby for the provision of safe, sufficient and portable water

Strategies

- Promote increased coverage of the population with access to potable water supply.
- Empower both women and men to invest in the management of their own water resources and services.
- Encourage the establishment of gender sensitive mechanisms that create beneficiary user committees.

To promote equal participation of women and men, girls and boys in the planning, designing and management of water projects.

Encourage mobilization campaigns to involve women, men, girls and boys in the planning, designing and management of water facilities.

Forestry and Wildlife Resources Management

To encourage the participation of men and women, girls and boys in forestry, wildlife and environmental management.

Strategies

- Promote participatory forestry and wildlife management.
- Encourage the provision of training in fuel wood, forestry and conservation.
- Sensitize women, men, girls and boys on the importance of their participation in management and utilization of forest, wildlife and non-wood products.
- To encourage the training of women, men, boys and girls in the management and sustainable utilization of Forests, Game Reserves and National Parks.
- To lobby for the support of women and men in forest based subsistence and informal economies, including: growing, harvesting, processing and marketing of fuel wood, domestic, construction wood, industrial wood and other products.
- Encourage the training of researchers and professional on gender analysis and planning within Forestry and Wildlife Sector.

To advocate for the provision of labor and energy saving technologies to reduce women's time and energy spent in fetching fuel wood.

Strategies

- Encourage the dissemination of gender sensitive labor and energy saving technologies.
- Promote the provision of technical skills to men and women to adopt and use simple energy saving technologies.
- Promote use of appropriate alternative sources of energy.

Fisheries

To encourage the participation of women in fish farming, processing and marketing.

Strategies

- Encourage the mobilization of communities, particularly women to fish in both natural bodies of water and fish ponds.
- Promote the training of women in fishing techniques, processing and business management.
- Encourage the dissemination of appropriate technology for fish processing and storage.
- Lobby for the introduction of credit schemes with favourable conditions for women involved in fishing, processing and marketing.

GUIDELINES IN MAINSTREAMING GENDER IN NATURAL RESOURCES SECTOR

Apart from supporting industrial and agricultural growth, natural resources support livelihoods for many households in Malawi. In addition most of our natural resources have multipurpose uses, even when only a single use regimen is anticipated or planned for. For example a tree that has been planted or conserved for medicinal values, will also provide shade for the homestead, help to reduce run-off into the nearby garden and its leaves might be useful as forage for livestock. A dam constructed to reserve water for irrigation can also be used for fish farming and other uses. These multiple uses will also vary between men, women, boys and girls. Gender analysis should be done to analysis these multiple uses and ensure that a mainstreaming strategy is developed that is mutually supportive of all groups that benefit from these uses.

There are four critical entry points to gender mainstreaming in the natural resources sector. These are **household, community, institutional** and **policy levels**. While all these four levels are linked and influence each other, they can be treated separately when conducting gender analysis for mainstreaming. The following guidelines are suggested and specific to Malawi.

Household

The single functional unity of development us the household and it is important that decision making at that level promotes equality between household members. In natural resources, different roles played by household members affect natural resources, differently. Gender analysis using gender-disaggregated data is vital to unpack these differences: social studies alone do not generate data adequate for making gender-sensitive decisions. Key points to consider when mainstreaming gender at that level include:

- Who plays the household leadership role – both practically and in the perception of the society?
- Who has access and control over land and the other renewable and non-renewable resources mentioned above?
- What is the marriage/family system like? It has been reported that in the matrilineal system men do not support tree planting as they consider trees as long-term investments and yet they are temporary in the village. Similar concerns have been raised for women in the matrilineal societies.
- How are children socialized? Are they involved in school environmental clubs? Are they encouraged by the household to plant mango trees, sweep streets? Are these roles different between boys and girls?
- Does the household have environmental related educational materials? WESM publications etc?
- Are children taken to museums, Wildlife sites, forests, and lakes to encourage them to appreciate nature as part of their socialization process?

A modified Gender Analytical Matrix (GAM) or a Harvard Analytic Matrix (HAM) can be very useful to unpack household roles and activities and how they affect the environment or each member of the household. A mainstreaming strategy can be formulated by identifying gender, goals, objectives, activities and indicators from the results of the analysis.

Community

A community could simply be defined as a group of people (men, women, boys and girls) with common values, culture and common leadership. A community could comprise a village, group village or a tribe or a clan. As a result of these variations, each community is unique from the other. Key questions that need to be considered are:

- What are the cultural and value prescriptions of the community? What is the leadership like? Is it pro-environment? Is it accountable, transparent and honest? Governance issues at community level are critical ingredients of a mainstreaming process at that level?
- What natural resources are available to the communities? Who owns those resources? Are there any efforts to quantify the resources? How much land is accessible to the community? And who accesses it? How much of it is leased out and to whom?
- What are the management arrangements for the resources? Are there any village natural resources management committees? Who are the members of the VNRMC? How do non-committee members participate in the VNRMC? Are there any other clubs in the village?
- What community development projects are being implemented, proposed or have been completed? Who do they benefit? What natural resources do they exploit? Are there any efforts to mitigate the negative impact of community development projects on the environment?
- How accessible is the community to extension workers? Which extension worker is there? Are they gender and natural resources sensitive? Have they been trained in gender analysis?

Several gender tools can be used to identify issues, but the most important one is the Harvard Analytical Framework (HAF), which will assess who does commonly and productive work, therefore identifies gender issues which could be addressed in community development projects.

Institutional

An institution in this resource book refers to the organizations that either formulate policies or implement them. The institutions can either be formal (government, non-governmental, private sector, community-based organizations) or informal (Gule wamkulu, simba, malipenga and others).

- What technologies and messages have been developed bearing in mind the different gender and their roles? Do development programs in natural resources sectors include issues affecting gender disparities?
- What is the structure of the institution? Does it allow for participation of men and women? Does it have a gender sensitive policy or strategy? What are its roles? How are decisions made? Do women make decisions? Or are they involved and how?
- Does the organization have a gender policy, guideline or statements of values?

- What is the capacity for gender mainstreaming? Has there been a gender audit for the organization? Does this institution have a gender policy or is the sector policy gender sensitive?
- Do NRM training institution like Natural Resources College, Malawi College of Forestry and Fisheries, Colleges, Universities have gender experts? Gender Policy? What are the student recruitment criteria? How accessible are they to vulnerable disadvantaged groups?
- At district level: What is the composition of the District Assembly? Are they gender and NRM sensitive? What are their capacities gaps, potentials etc? Does the planning process (DDP) integrate the environmental planning process (SOER, DEAP, AEAPS etc)?
- Do women/vulnerable groups participation in these DAP and DEAP processes? Does the district have DDPS or DEAPS? How is gender integrated in these processes?
- Are sectors properly and adequately coordinated? Are DESC members gender-sensitive? Are DESC members influential in the DESC and District Assembly? What is the level of the education and position? To influence decision-making? Is the gender Ministry/Department represented in the DESC?

Policy level

- Does the sector have a policy? Has the policy linked itself to the gender policy?
- Does the policy have gender guidelines or gender proclamations?
- Is gender and added-on activity or it is an integral part of the policy. Are policy objectives gender-sensitive? Does the policy review or formulation processes include gender consultations? Are other vulnerable groups involved in policy debates?
- How does the policy implement gender objectives of the MPRSP? Are gender priorities clearly set? Does the law legalizing the policy promote gender equality?

GENDER IN ENVIRONMENTAL IMPACT ASSESSMENT

An Environmental Impact Assessment (EIA) is a process or/and tool for project planning and decision-making. EIAs have many purposes but the ones related to gender mainstreaming are to:

1. Integrate environmental considerations in development planning thereby promoting sustainable livelihoods
2. Ensure that environmental and socio-economic costs and benefits of economic development projects are properly accounted for
3. Ensure that all the affected and interested groups participate in the development process
4. Conserve social, historical and cultural values of people who will be affected by the development

The EIA is an important tool and process in natural resource management as it informs and ensures that decision makers are provided with information on projects potential environmental costs and benefits among many stakeholders.

In order to ensure that gender issues are taken aboard the following key questions must be asked:

- Are women, men, and youth mentioned in the environmental impact assessment? Did they participate in the EIA? What was the team's composition? Were team members gender sensitive?
- What is the anticipated impact on the environment in the project area?
- How will men, children and women be affected by the changes in the environment?
- Have strategic gender interests taken into consideration in the EIA?

COMPASS Publications

Document Number	Title	Author(s)	Date
Document 1	COMPASS Year 1 Work Plan	COMPASS	Jul-99
Document 2	COMPASS Small Grants Management Manual	Umphawi, A., Clausen, R., Watson, A.	Sep-99
Document 3	Year 2 Annual Work Plan	COMPASS	Dec-99
Document 4	July 1 - September 30, 1999: Quarterly Report	COMPASS	Oct-99
Document 5	Training Needs Assessment: Responsive Modules & Training Approach	Mwakanema, G.	Nov-99
Document 6	Guidelines and Tools for Community-Based Monitoring	Svensden, D.	Nov-99
Document 7	Policy Framework for CBNRM in Malawi: A Review of Laws, Policies and Practices	Trick, P.	Dec-99
Document 8	Performance Monitoring for COMPASS and for CBNRM in Malawi	Zador, M.	Feb-00
Document 9	October 1 - December 31, 1999: Quarterly Report	COMPASS	Jan-00
Document 10	Workshop on Principles and Approaches for CBNRM in Malawi: An assessment of needs for effective implementation of CBNRM	Watson, A.	Mar-00
Document 11	January 1 - March 31, 2000: Quarterly Report	COMPASS	Apr-00
Document 12	Thandizo la Ndalama za Kasamalidwe ka Zachilengedwe (Small Grants Manual in Chichewa)	Mphaka, P.	Apr-00
Document 13	Njira Zomwe Gulu Lingatsate Powunikira Limodzi Momwe Ntchito Ikuyendera (Guidelines and Tools for Community-based Monitoring in Chichewa)	Svensden, D. - Translated by Mphaka, P. and Umphawi, A.	May-00
Document 14	Grass-roots Advocacy for Policy Reform: The Institutional Mechanisms, Sectoral Issues and Key Agenda Items	Lowore, J. and Wilson, J.	Jun-00
Document 15	A Strategic Framework for CBNRM Media Campaigns in Malawi	Sneed, T.	Jul-00
Document 16	Training Activities for Community-based Monitoring	Svensden, D.	Jul-00
Document 17	April 1 - June 30, 2000: Quarterly Report	COMPASS	Jul-00
Document 18	Crocodile and Hippopotamus Management in the Lower Shire	Kalowekamo, F.	Sep-00
Document 19	Cost-Sharing Principles and Guidelines for CBNRM Activities	Moyo, N.	Sep-00
Document 20	Workplan: 2001	COMPASS	Nov-00
Document 21	July 1 - September 30, 2000: Quarterly Report	COMPASS	Oct-00

Document 22	Opportunities for Sustainable Financing of CBNRM in Malawi: A Discussion	Watson, A.	Nov-00
Document 23	Framework for Strategic Planning for CBNRM in Malawi	Simons, G.	Nov-00
Document 24	Kabuku Kakwandula Ndongomeko ya Thumba Lapadera la Wupu wa COMPASS (Chitumbuka version of the COMPASS Small-grant Manual)	Umphawi, A., Clausen, R. & Watson, A. Translated by Chirwa, T.H. & Kapila, M.	Dec-00
Document 25	COMPASS Performance and Impact: 1999/2000	COMPASS	Nov-00
Document 26	October 1 - December 31, 2000: Quarterly Report	COMPASS	Jan-01
Document 27	COMPASS Grantee Performance Report	Umphawi, A.	Mar-01
Document 28	January 1 - March 31, 2001: Quarterly Report	COMPASS	Apr-01
Document 29	Natural Resource Based Enterprises in Malawi: Study on the contribution of NRBs to economic development and community-based natural resource management in Machinga District	Lowore, J.	Apr-01
Document 30	Proceedings of the First National Conference on CBNRM in Malawi	Kapila, M., Shaba, T., Chadza, W., Yassin, B. and Mikuwa, M.	Jun-01
Document 31	Natural Resource Based Enterprises in Malawi: Action Plans	Watson, A.	Jun-01
Document 32	Examples of CBNRM Best Practices in Malawi	Moyo, N. & Epulani, F.	Jun-01
Document 33	Media Training for CBNRM Public Awareness	Kapila, M.	Jun-01
Document 34	April 1 - June 30, 2001: Quarterly Report	COMPASS	Jul-01
Document 35	Strategic Plan for CBNRM in Malawi	CBNRM Working Group	Sep-01
Document 36	Workplan: 2002	COMPASS	Oct-01
Document 37	July 1 - September 30, 2001: Quarterly Report	COMPASS	Oct-01
Document 38	COMPASS Performance and Impact: 2000/2001	COMPASS	Dec-01
Document 39	Coordination of CBNRM in Malawi: Financing Options	Watson, A.	Jan-02
Document 40	Performance Monitoring for CBNRM in Malawi	CBNRM Working Group	Oct-02
Document 41	October 1 – December 31, 2001: Quarterly Report	COMPASS	Jan-02
Document 42	COMPASS Field Level Training Impact Evaluation	Moyo, N.	Feb-02
Document 43	COMPASS Grantee Performance Report: 2001	Umphawi, U.	Apr-02
Document 44	COMPASS Assessment: 2001	Sambo, E., Carr, S., Omambia, D. & Moore, T.	Apr-02
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Document 46	Community Tourism and Enterprise Training Manual	Kacal, S.	Jun-02
Document 47	Charcoal, Chiefs and Chambo: Status of CBNRM Policies in Malawi	Trick, P. & Manning, L.	Jun-02
Document 48	April 1 - June 30, 2002: Quarterly Report	COMPASS	Jul-02
Document 49	Business Development Services for Natural Resource Based Enterprises	Magai, G. & Nthambi, T.	Sep-02
Document 50	July 1 – September 30, 2002: Quarterly Report	COMPASS	Oct-02
Document 51	Workplan: 2003	COMPASS	Dec-02
Document 52	COMPASS Performance and Impact: 2001/2002	COMPASS	Oct-02
Document 53	GIS for Natural Resources Managers	Craven, D.	Nov-02
Document 54	Proceedings of the Second National Conference on CBNRM in Malawi	Malembo, L., Chadza, W., Kamuloni, S. & Kanjedza, R.	Dec-02
Draft 55	Impact of HIV/AIDS on Natural Resource Management in Malawi	Page, S.	Dec-02
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Document 57	The Role of the Private Sector in CBNRM in Malawi	Watson, A.	Jan-03
Internal Report 1	Building GIS Capabilities for the COMPASS Information System	Craven, D.	Nov-99
Internal Report 2	Reference Catalogue (2nd Edition)	COMPASS	Feb-01
Internal Report 3	Workshop on Strategic Planning for the Wildlife Society of Malawi	Quinlan, K.	Apr-00
Internal Report 4	Directory of CBNRM Organizations (2nd Edition)	COMPASS	Jan-01
Internal Report 5	Proceedings of Water Hyacinth Workshop for Mthunzi wa Malawi	Kapila, M. (editor)	Jun-00
Internal Report 6	COMPASS Grantee Performance Report	Umphawi, A.	Jun-00
Internal Report 7	Examples of CBNRM Best-Practices in Malawi	Moyo, N. and Epulani, F.	Jul-00
Internal Report 8	Software Application Training for COMPASS	Di Lorenzo, N.A.	Sep-00
Internal Report 9	Directory of COMPASS ListServ Members	Watson, A.	Jan-01
Internal Report 10	Introductory Training in Applications of Geographic Information Systems and Remote Sensing	Kapila, M.	Feb-01
Internal Report 11	COMPASS TAMIS Grants Manual	Exo, S.	Mar-01
Internal Report 12	Review of Recommendations of the Lake Chilwa and Mpoto Lagoon Fisheries By-Laws Review Meeting	Nyirenda, K.	May-01
Internal Report 13	End-of-Term Evaluation of the Co-Ordination Unit for the Rehabilitation of the Environment (CURE)	Sambo, E.Y.	Sep-01
Internal Report 14	Mwabvi Wildlife Reserve Co-Management Agreement Negotiations	Betha, M.R.B.	Feb-03
Internal Report 15	Reducing Vulnerability to HIV/AIDS among COMPASS Grantees	Page, S.	Mar-03

Internal Report 16	COMPASS Gender Policy	Omambia, D.	Mar-03
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